

City of San José

2004 Health and Dental Bi-Weekly Rates

Health rates effective from 1/1/2004 (PP 01) through 12/31/2004 (PP 26)

Dental rates from 07/01/2003 (PP 14) through 06/30/2004 (PP 13)

Health Insurance Plans						
(Health premiums are deducted the first 2 paydays of each month, and are pre-tax)						
	Kaiser Single	Kaiser Family	Blue Shield HMO Single	Blue Shield HMO Family	Blue Shield POS/PPO Single	Blue Shield POS/PPO Family
100% Benefits: Full-Time Employees Including RWW Employees who work 35 - 39.9 Hrs						
Employee Contribution	12.50	12.50	13.50	26.37	66.37	192.79
City Contribution	131.13	345.12	131.14	345.16	143.16	345.67
Total	143.63	357.62	144.64	371.53	209.53	538.46
75% Benefits: Part-Time Employees who work 30 - 39.9 Hrs & RWW Employees who work 30 - 34.9 Hrs						
Employee Contribution	45.28	98.78	46.28	112.66	102.16	279.20
City Contribution	98.35	258.84	98.36	258.87	107.37	259.26
Total	143.63	357.62	144.64	371.53	209.53	538.46
62.5% Benefits: Part-Time & RWW Employees who work 25 - 29.9 Hrs						
Employee Contribution	61.67	141.92	62.67	155.80	120.05	322.41
City Contribution	81.96	215.70	81.97	215.73	89.48	216.05
Total	143.63	357.62	144.64	371.53	209.53	538.46
50% Benefits: Part-Time & RWW Employees who work 20 - 24.99 Hrs						
Employee Contribution	78.06	185.06	79.07	198.95	137.95	365.62
City Contribution	65.57	172.56	65.57	172.58	71.58	172.84
Total	143.63	357.62	144.64	371.53	209.53	538.46

Dental Insurance Plans		
(Dental premiums are deducted the first 2 paydays of each month, and are pre-tax)		
	<u>Delta Dental</u>	<u>DBP</u>
100% Benefits: Full-Time Employees Including RWW Employees who work 35 - 39.9 Hrs		
Employee Contribution	None	None
City Contribution	47.62	22.68
Total	47.62	22.68
75% Benefits: Part-Time Employees who work 30 - 39.9 Hrs & RWW Employees who work 30 - 34.9 Hrs		
Employee Contribution	11.90	5.67
City Contribution	35.72	17.01
Total	47.62	22.68
62.5% Benefits: Part-Time & RWW Employees who work 25 - 29.9 Hrs		
Employee Contribution	17.85	8.50
City Contribution	29.77	14.18
Total	47.62	22.68
50% Benefits: Part-Time & RWW Employees who work 20 - 24.99 Hrs		
Employee Contribution	23.81	11.34
City Contribution	23.81	11.34
Total	47.62	22.68

In-Lieu Plans			
Payment in-lieu of coverage is available for qualified enrollees (full-time and RWW who work 35+ Hours)			
Payments are made every payday, are taxable, and are subject to withholding			
Health:	159.54 if eligible for family coverage	Dental:	21.98
	66.07 if NOT eligible for family coverage		